



HOUSTON PROFESSIONAL FIRE FIGHTERS

ASSOCIATION LOCAL 341

EST. 1932

PATRICK M. LANCTON
PRESIDENT

JIMMY CAMPBELL
FINANCIAL DIRECTOR

BRIAN WILCOX
COMMUNICATIONS
DIRECTOR

VIA EMAIL

January 2, 2019

Hon. Sylvester Turner
City of Houston
P.O. Box 1562
Houston, Texas 77251

RE: Implementation of Proposition B

Dear Mayor Turner,

Based on your public remarks today, Houston firefighters are encouraged that you have reversed course and now appear to be willing to meet with us about the implementation of Proposition B.

With that in mind, we urge you to avoid organizing more stage-managed, taxpayer-funded town hall meetings or similar "stakeholder" forums. As you know, the voters resoundingly said that Houston must equally value its police and fire responders, as is done in the largest U.S. cities and in the five branches of the military. Like the million-dollar anti-Prop B campaign, these "stakeholder" meetings would only serve to further divide the city's constituencies. It's time to focus on solutions and dispense with the divisive, campaign-style threats to city employees and others in the community.

Clearly, the best, most cost-effective way forward is through a voter-approved collective bargaining contract. We encourage you, as the city's chief executive, to work with us to sensibly implement Prop B. We also urge you to bring forward your own solutions, and not simply demand that we and others in the community begin the process by negotiating against each other or ourselves. We look forward to meeting with you as soon as possible.

With best wishes for the New Year,

Patrick M. "Marty" Lancton

cc: Houston City Council
Houston Fire Chief Samuel Peña



SYLVESTER TURNER
MAYOR

OFFICE OF THE MAYOR
CITY OF HOUSTON
TEXAS

January 9, 2018

Mr. Patrick M. Lancton
President
Houston Professional Fire Fighters' Association
IAFF Local 341
19007 Freeman Street
Houston, Texas 77009

Re: Proposition B

Dear Marty:

The City had always wanted to give firefighters a generous raise. It offered the Union a total 9.5% base pay increase over three years. The Union rejected that offer and the voters have now passed Proposition B. Considering the financial constraints on the City arising from the revenue cap, pension costs and extraordinary events like Hurricane Harvey, I invite you, and your team to sit down with me to discuss any ideas you have about how to implement the Proposition.

I do not want to lay off any employees; and, I interpret some of the things you have said in public to acknowledge the true state of the City's financial affairs. If the sacrifice of city services and city employees and their families in order to finance your pay increase can be avoided, I am open to consideration of your ideas.

Please join me for a discussion of your thoughts and ideas on Wednesday, January 16, 2019 at 2:00 p.m. at City Hall. Please bring your team. I will be there to hear you out in this public opportunity to find a solution.

I look forward to hearing that you have accepted this invitation. Please contact my Chief of Staff, Marvalette Hunter, at 281.714.8327 or Marvalette.Hunter@houstontx.gov, for details about the location of the meeting.

Sincerely,

A handwritten signature in black ink, appearing to read "Sylvester Turner", is written over a horizontal line.

Sylvester Turner
Mayor



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January 9, 2019

Hon. Sylvester Turner
City of Houston
P.O. Box 1562
Houston, Texas 77251

RE: Implementation of Proposition B

Dear Mayor Turner,

Proposition B is now law. The campaign is over, and it's past time to implement the proposition. As we stated in our January 2 letter to you, our year-old offer to meet remains open, but the HPFFA will not participate in stage-managed, taxpayer-funded public "stakeholder" forums.

Your vague "invitation" to meet arrived today after our attorneys sent you the attached letter. After reading our letter, please advise our legal counsel and us what you specifically would be willing to address or resolve in a meeting next week or in the future. For example:

- Are you willing to dismiss pending legal claims against firefighters?
- Will you provide a specific date when firefighters will receive the compensation authorized by Prop B?
- Will you confirm the city will pay the firefighters back pay from when Prop B was approved by the voters?
- Will you bring forward your own solutions, and not simply demand that we and others in the community negotiate against each other or ourselves?
- Because Prop B requires no layoffs, will you dispense with the threats to punish all city employees to settle political scores against firefighters?

As you know, the best, most cost-effective way forward is through a collective bargaining contract. Please let us know when you are serious about resolving our differences. We'll be ready.

Yours truly,

Patrick M. "Marty" Lancton

cc: Houston City Council
Houston Fire Chief Samuel Peña

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January 9, 2019

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Via E-Mail: kellysandill@huntonak.com

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Via E-Mail: ronald.lewis@houston.tx.gov

Ronald C. Lewis
City Attorney
City of Houston Legal Department
900 Bagby, 4th Floor
Houston, Texas 77002

Re: Cause No. 2018-85465; *Houston Police Officers' Union v. City of Houston, Texas, and Houston Professional Fire Fighters Association, IAFF-Local 341*; In the 157th Judicial District Court of Harris County, Texas

Dear Counsel:

On December 18, 2018, the Court issued its Order denying Plaintiff Houston Police Officers' Union's ("HPOU") Application for Temporary Injunction and the City of Houston's ("City") Application for Stay of the implementation of the pay-parity amendment. The Court also dissolved the prior temporary restraining order.

Following the Court's ruling and consistent with HPOU's public statements that it would not appeal and with the City's statement that it would talk with the Houston Professional Fire Fighters Association, IAFF Local 341 ("HPFFA") regarding implementing the pay-parity ordinance, neither HPOU nor the City filed a notice for interlocutory appeal by the January 7, 2019 deadline. Yet the City still has not made any payments to the firefighters as required by the law, nor has the City met with HPFFA or set a specific, imminent date by which the payments will begin, including back payments due from the date the law came into effect. As such, the City is in breach of its payment obligations under the pay-parity ordinance, for which Chapter 271 of the Texas Local Government Code allows suit against the City. Moreover, the Mayor, the Comptroller, the Finance Director, and the City Council members are in violation of their

January 9, 2019

ministerial, non-discretionary duty to make the required salary payments to the firefighters in accordance with the pay-parity ordinance and thus subject to a mandamus action.

Accordingly, on behalf of the HPFFA, I ask that the City please respond to this letter by 5:00 p.m. on Friday, January 11, 2019 and identify the date by which the City will begin making payments to Houston firefighters as required by the pay-parity ordinance. If no response is received or if no specific, imminent date is provided, HPFFA will be forced to consider all available legal means to have the City and its officials comply with the law.

I look forward to your response which hopefully will end the need for further legal proceedings.

Very truly yours,

A handwritten signature in black ink, appearing to read "Travis J. Sales". The signature is fluid and cursive, with the first name "Travis" being more prominent.

Travis J. Sales

cc: Thomas R. Phillips
E. Troy Blakeney, Jr.
Vincent L. "Tripp" Marable III